

*PA 2 Secy*

INTELLIGENCE COMMUNITY STAFF

23 DEC 1976

NOTE FOR: Admiral Murphy

VIA:

Attached for your information is a status report on the IC Staff review of DIA manpower. Two points are important to note at this juncture:

- In my judgment, DIA's internal manpower audit will be of little use to General Wilson in dealing with the Congress. The DIA audit presumes the current DIA missions are valid, whereas the Congress is questioning DIA's missions.
- My staff is working towards a report which will do two things: (1) where we find DIA's missions to be valid, we will provide a solid, detailed rationalization of these missions, which General Wilson should find useful with Congress; (2) where DIA is applying manpower to missions of questionable validity or there are areas that DIA should be engaged in, but currently is not, we will discuss these in a frank, but balanced way. This material will probably be of more utility for the CFI and DOD management, than for the Congress.

cc:

INFORMATION

TALKER  
ON  
STATUS OF ICS REVIEW  
OF  
DIA MISSION AND MANPOWER

CURRENT STATUS

- The October 1976 DIA internal manpower audit report has been studied.
- The DIA audit teams have been interviewed at length to determine how they conducted the audit, to expand on points made in the audit report, and to obtain insights that might not have been reported.
- At our request the ICS has received briefings by DIA on a number of specific topics regarding the Agency's mission that require additional scrutiny.
- A massive data call has been levied on DIA in order to explore the interrelationships among missions, consumers, products/services, and manning. These data are due to the ICS no later than 23 December.
- A short-term consultancy contract  is being

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on our goals, have reviewed the DIA audit report and related materials, and are advising as to which mission areas and issues might be addressed.

- Representatives from OPEI's Human Resources, Imagery Analysis, and SIGINT Divisions and OPBD personnel have been participating in the review, providing additional background on DIA, and will contribute to the ICS report.

#### NEXT ACTIONS

Over the next two weeks, we expect to:

- Receive a DIA response to our proposed terms of reference for our effort, especially to determine if DIA will help obtain the same types of data from the Service intelligence agencies as are being provided by DIA. Perhaps make the Service data call on ICS authority.
- Analyze the data as it is provided by DIA (including data from the Services) to match mission, products, and manning; to identify areas in which DIA is experiencing difficulties; to find reasons for any shortfalls; and to examine the areas of duplication within DOD.
- Develop an analysis of DIA mission performance in selected mission areas such as:
  - Defense Attache System
  - Delegated Production Program

- Collection Management
- Warning and Crisis Support
- DIAOLS and Data Base Problems
- S&T Intelligence
- Estimative Intelligence

- Interview [redacted], certain high-level consumers of DIA product (including retired flag/general officers in the Capital area) to determine what they think the DIA mission should be and to identify areas requiring improvement.
- Solicit inputs from the NIOs regarding the DIA mission and its importance.
- Prepare a message to JCS and U&S Commands (via Mr. [redacted] requesting their views on the quality of DIA support.
- Finally, to begin drafting sections of the ICS' interim mission analysis report due to General Wilson by early February.

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The DIA Internal Manpower Audit Report

It is anticipated that the October 1976 DIA audit report will not be the main focus of our interim report. In the space of a few paragraphs, we will observe that the DIA audit report probably is correct, if the current DIA missions on which it is based are valid. Care will be taken to ensure that this not be a blanket endorsement

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of the audit, which DIA might use in future budgetary  
reviews to gain leverage for increased resource allocations.

Interim Report Focus

Consistent with our intent to use this opportunity as  
a test bed for future mission analysis of the Community,  
our interim report to Gen Wilson and [ ] will:

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- concentrate on an authentication of DIA's missions;
- measure the importance of these missions to  
their consumers;
- identify missions that are not being performed  
as well as they could be (whether because of  
manpower deficiencies, inefficient management or  
other reasons); and
- define missions which perhaps DIA should not  
have.

Focus of Further Effort

The preceding deals only with the content of our  
interim report to DIA. If it is decided that ICS will do  
more in the way of mission analysis, follow-on reports can  
be prepared which would:

- address mission/manning of the Service intelli-  
gence agencies to determine if undesirable duplica-  
tion exists with DIA.
- extend the experience gained and approaches  
developed to other parts of the Intelligence  
Community.